

**Texas Annual Conference of The United Methodist Church  
Center for Clergy Excellence  
Group Health Benefits**

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**Policy 112**

Church – New Start

A new church start is allowed a six-month grace period from the date of the pastor's appointment who is organizing the new church. After six months the church will be drafted the percentage amount as identified in the rate schedule for the current year based on the clergy's Total Compensation Package (TCP).

During that period the GHB office will continue to draft the clergy's personal contribution based on his/hers (TCP) which includes:

- Base Compensation
- Housing Related Allowance and Utilities
- Accountable Reimbursements
- Cash Allowance

The housing component added to Clergy Compensation for GHB purposes will be calculated in one of two ways:

- If a parsonage is provided, using the General Board of Pensions and Health Benefits formula, 25 % of the Plan Compensation (TCS) will determine the value of the parsonage.
- If no parsonage is provided, the actual amount of the housing allowance paid to the Clergy in lieu of the parsonage will be the housing value.

*• In the event there is a contradiction between the GHB policy and the plan document, the Plan Document shall prevail.*

*• The above policy is to comply with the overall GHB Committee decisions and is periodically reviewed by the committee.*

\*Ref: 2000 Conference Journal, Pg.j-67

Revised 7-1-11